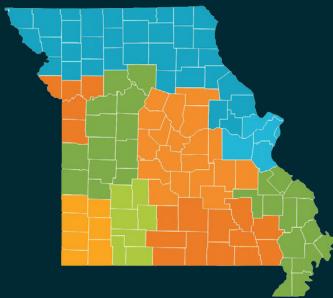


2025

CAREER GRADES REPORT



DEPARTMENT OF
HIGHER EDUCATION &
WORKFORCE DEVELOPMENT



INTRODUCTION

MISSOURI CAREER GRADES REPORT

Career Grades are based on a combination of:

- **Projected total job openings**
- **Projected percent growth**
- **Current annual average wage**

Now, Next, Later

designations refer to the amount of preparation that is needed for entry into an occupation.

With more than 800 occupations to consider, choosing a career can be challenging. Missouri Career Grades is a tool to help compare the future outlook of occupations in Missouri. To make the comparisons easier, letter grades, called Career Grades, are assigned to various occupations within the state based on each occupation's outlook over the next decade. Occupations in the Grade A category have the best outlook while Grade F occupations have the worst outlook. Grades are based on a combination of projected total job openings, projected percent growth, and the current annual average wage of an occupation. Career Grades can assist students, job seekers, displaced workers, educators, and workforce professionals choose careers that have the best outlook in terms of growth, job openings, and average wages.

To assign a grade to an occupation, the occupation's projected performance is compared with the average for the state or region being analyzed. The degree to which an occupation is above or below the average of these three factors (total openings, percent growth, and average wage) is used to determine its grade. Occupations with a career grade of A+ or A have above average results in at least two of the three variables, and occupations receiving a grade of B+ or B have above average results in at least one of the three variables.

Career Grades are published for Missouri and its regions, or Workforce Development Areas (WDAs). Grades assigned in a region are determined by comparing only the occupations within that region. Due to regional differences in the economic makeup across the state, it is possible that an occupation can have a good outlook (and high grade) in one region but have a poor outlook (and low grade) in another region.

In addition to Career Grades, Now, Next, and Later designations can also be useful to job seekers, educators, and workforce professionals. These designations refer to the amount of preparation typically needed for entry into an occupation. Now occupations require the least amount of preparation and can be entered into almost immediately since occupations typically require high school education or less and short-term training while Later occupations require the most amount of preparation, with an education requirement of at least a bachelor's degree. Individuals starting their careers may want to look at which Now occupations offer career pathways to highly graded Next or Later occupations.

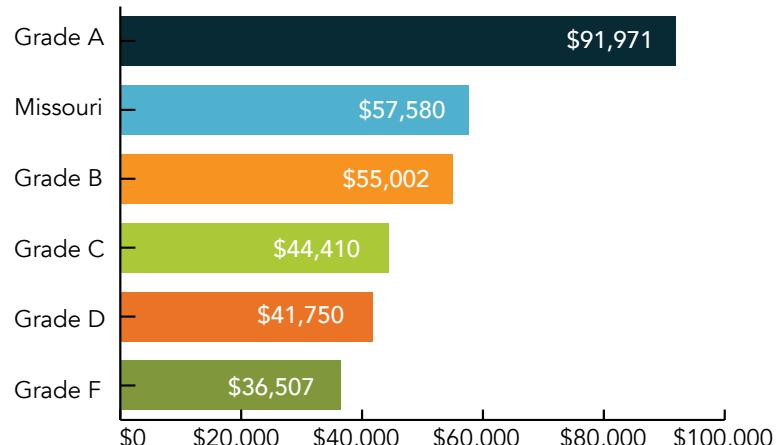
Career Grades can assist students, job seekers, displaced workers, educators, and workforce professionals in choosing careers that have the best outlook.

WHY DO CAREER GRADES MATTER?

HIGHER WAGES

While the 2023 average annual wage for all occupations in Missouri was \$57,580, some occupations earned substantially more or less than this amount. With average wages being one of the factors used to calculate career grades, higher graded occupations generally earn higher wages. Grade A occupations earned an average annual wage of \$91,971, which was 60 percent higher than the average wage for all occupations. Grade B occupations earned an average annual wage of \$55,002, which was 24 percent higher than the average wage for Grade C occupations.

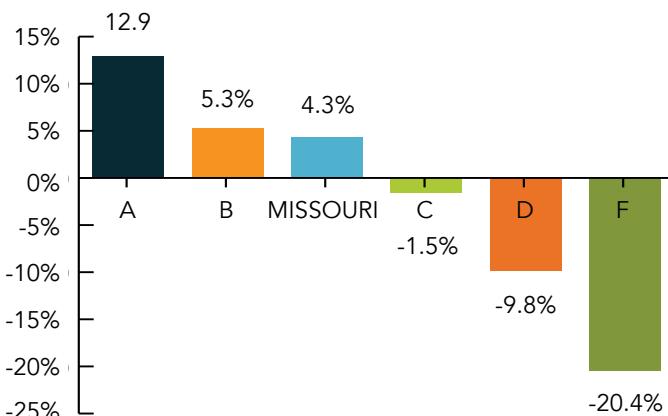
2023 Average Wages by Career Grade



FASTER GROWTH RATES

The average growth rate across all occupations in Missouri is 4.3 percent. However, some occupations experience growth at a faster rate than others. Grade A occupations have a projected growth rate of 12.9 percent between 2022 and 2032 while Grade B occupations have a growth rate of 5.3 percent. Grade C, D, and F occupations are projected to have negative growth.

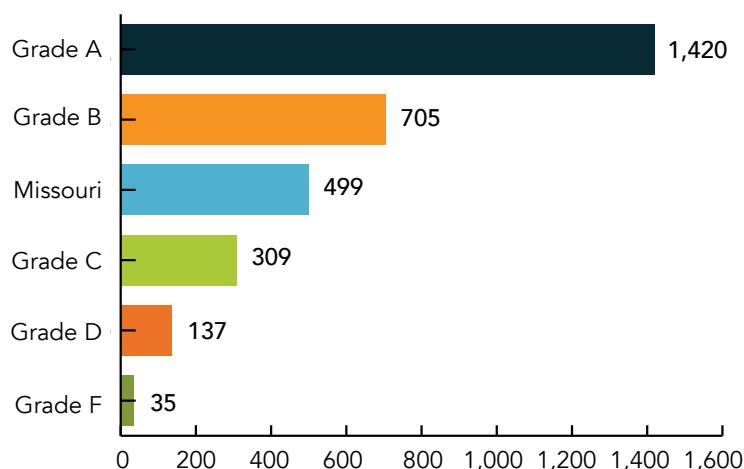
2022-2032 Growth Rates by Career Grades



MORE JOB OPENINGS

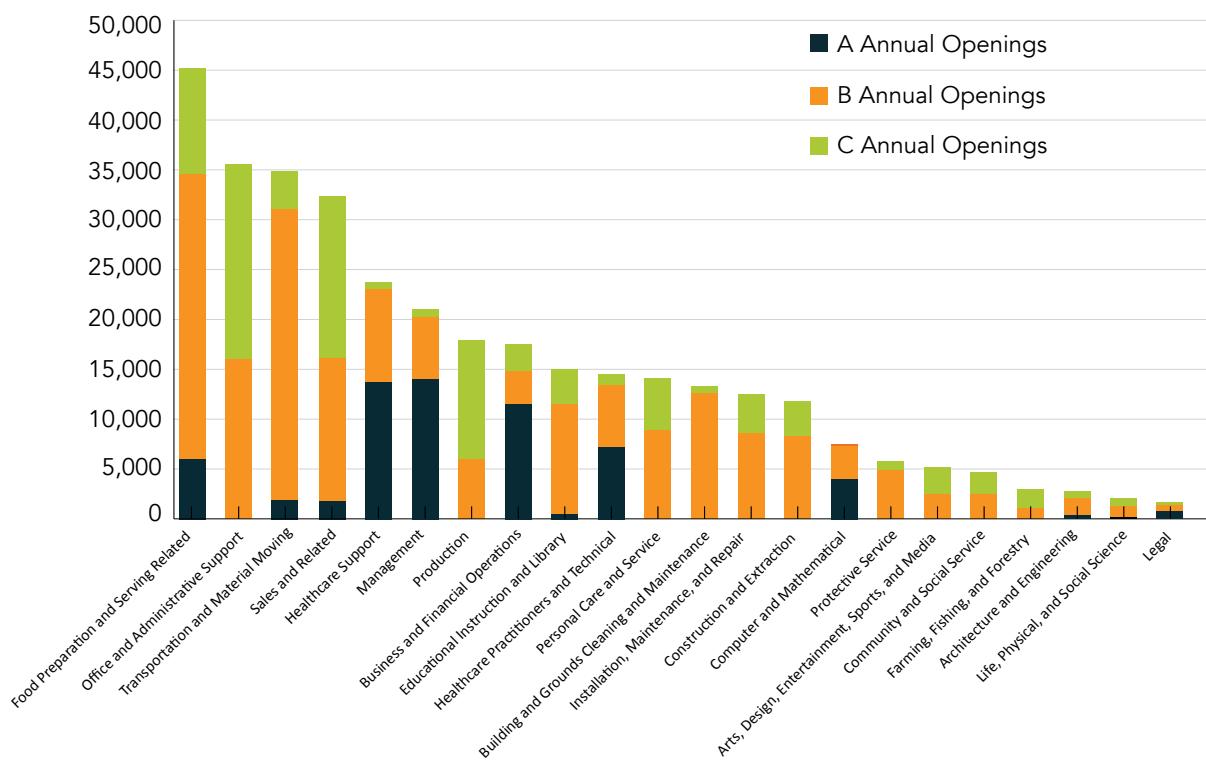
Job openings occur when an occupation grows, workers change occupations, or when workers leave the workforce entirely. Grade A occupations are projected to have the highest job openings per occupation between 2022 and 2032, with 1,420 projected average annual job openings for each of the 45 Grade A occupations. Of the 300 Grade B occupations, 705 average annual openings are projected for each from 2022 to 2032. Both Grade A and B occupations are projected to have more annual job openings per occupation than the statewide average of 499 annual job openings per occupation.

2022-2032 Average Annual Job Openings per Occupation by Career Grade



BY THE GRADE – TOTAL ANNUAL OPENINGS

2022-2032 Openings by Grades and Major Occupation Groups



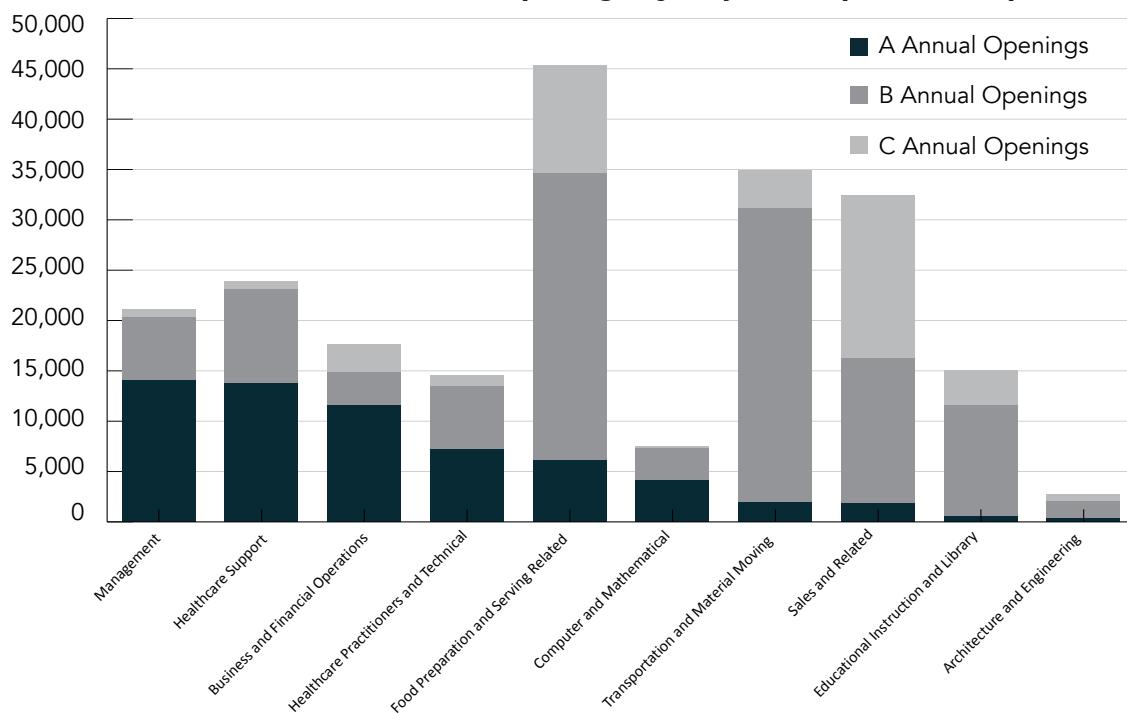
Grade A, B, and C occupations are projected to have over 342,000 annual job openings between 2022 and 2032, accounting for 96 percent of total job openings. The *Food Preparation and Serving Related* major occupation group has the most job openings in Grade A, B, and C categories, with more than 45,000 annual openings through 2032. In addition to having the most projected annual openings in A, B, and C occupations, the *Food Preparation and Serving Related* major occupation group is also projected to have a growth rate of 2.8 percent between 2022 and 2032. *Office and Administrative Support* occupations are projected to have a high number of annual openings but a negative growth rate. This can happen to any occupation where the net change between the base year and projected year may be negative, but the occupation can still have a high number of annual openings due to exits and transfers which will contribute to a high overall annual openings count.

Major Occupation Groups with Most Grade A, B, and C Openings

Major Occupation Group	2022 Employment	2032 Employment	Net Change	Percent Growth	Annual Openings
Food Preparation and Serving Related	249,695	256,564	6,869	2.8%	45,344
Office and Administrative Support	330,542	319,007	-11,535	-3.5%	35,605
Transportation and Material Moving	254,761	272,445	17,684	6.9%	34,949
Sales and Related	246,476	246,589	113	0.1%	32,463
Healthcare Support	145,147	163,232	18,085	12.5%	23,872
Management	245,289	262,910	17,621	7.2%	21,122
Production	165,567	167,541	1,974	1.2%	17,949
Business and Financial Operations	200,039	215,380	15,341	7.7%	17,631
Educational Instruction and Library	162,667	169,683	7,016	4.3%	15,077
Healthcare Practitioners and Technical	206,053	230,229	24,176	11.7%	14,586

GRADE A OPENINGS

2022-2032 Grade A Openings by Major Occupation Groups



Grade A occupations are projected to have more than 62,000 annual job openings between 2022 and 2032. These openings are spread across 12 of the 22 major occupation groups. The *Management* occupations group is projected to have the most Grade A job openings, with more than 14,000 annual openings projected through 2032.

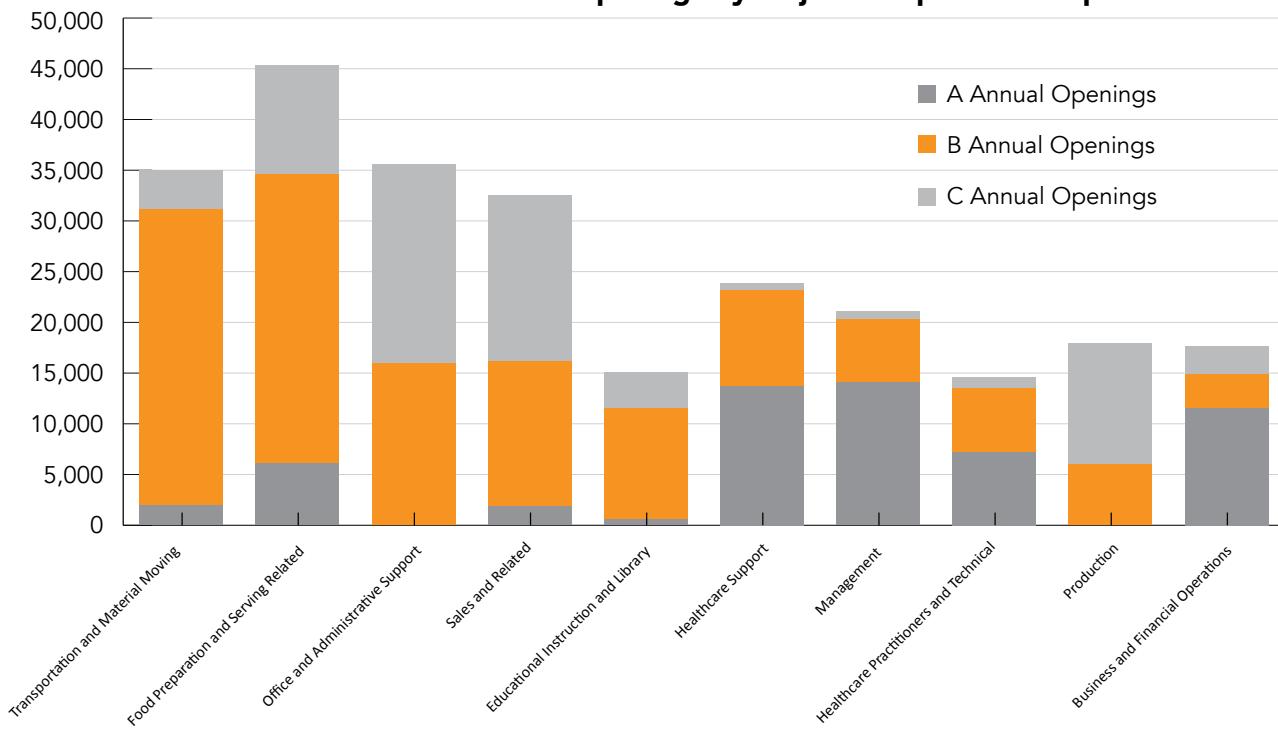
In addition to having a large number of job openings, the Grade A *Computer and Mathematical* occupations group is also projected to have one of the fastest growth rates at around 21.2 percent between 2022 and 2032. The *Management* occupations group has the highest concentration of Grade A jobs, with 67 percent of its projected openings coming from Grade A occupations.

Major Occupation Groups with Most Grade A Openings

Major Occupation Group	2022 Grade A Employment	2032 Grade A Employment	Grade A Net Change	Grade A Percent Growth	Grade A Annual Openings
Management	160,571	175,259	14,688	9.1%	14,062
Healthcare Support	79,381	91,506	12,125	15.3%	13,748
Business and Financial Operations	126,548	139,328	12,780	10.1%	11,584
Healthcare Practitioners and Technical	107,349	122,201	14,852	13.8%	7,239
Food Preparation and Serving Related	31,981	39,312	7,331	22.9%	6,070
Computer and Mathematical	48,802	59,170	10,368	21.2%	4,097
Transportation and Material Moving	15,909	17,878	1,969	12.4%	1,952
Sales and Related	20,335	22,529	2,194	10.8%	1,867
Legal	15,161	16,463	1,302	8.6%	736
Educational Instruction and Library	5,495	6,548	1,053	19.2%	573
Architecture and Engineering	4,925	5,748	823	16.7%	374
Life, Physical, and Social Science	2,081	2,335	254	12.2%	175

GRADE B OPENINGS

2022-2032 Grade B Openings by Major Occupation Groups



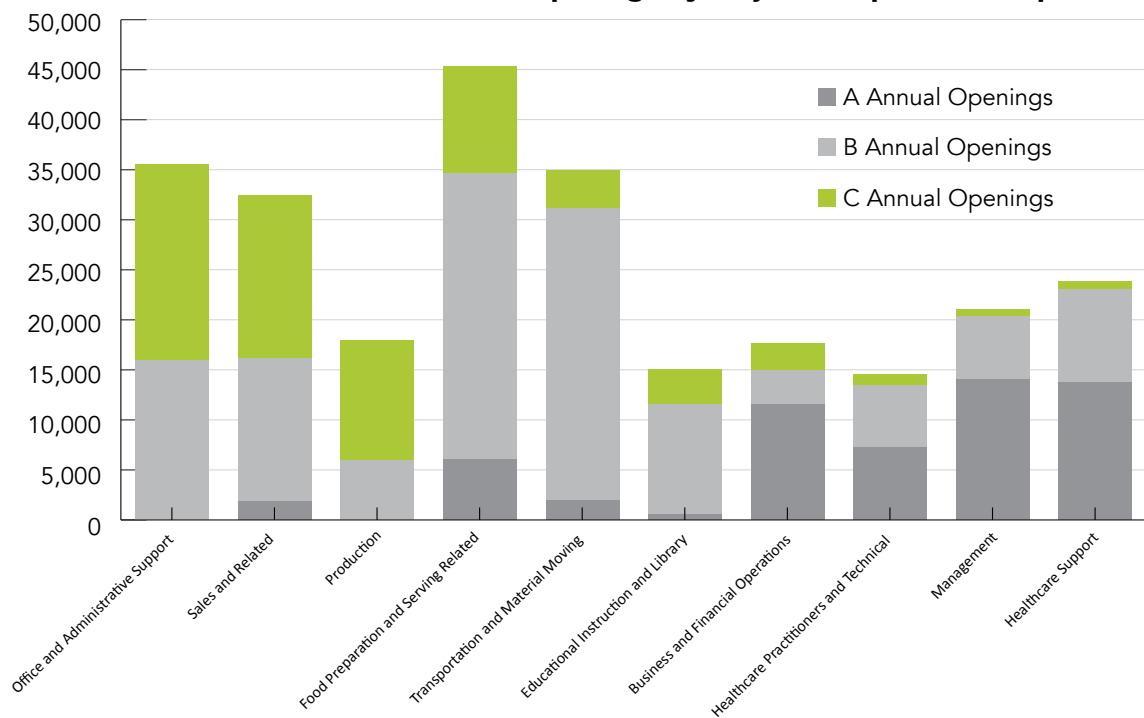
Grade B occupations are projected to have over 186,000 annual job openings between 2022 and 2032, representing a majority of job openings across all occupations. *Transportation and Material Moving* occupations are expected to have the most Grade B openings, with more than 29,000 job openings projected each year through 2032.

Major Occupation Groups with Most Grade B Openings

Major Occupation Group	2022 Grade B Employment	2032 Grade B Employment	Grade B Net Change	Grade B Percent Growth	Grade B Annual Openings
Transportation and Material Moving	210,933	226,203	15,270	7.2%	29,237
Food Preparation and Serving Related	144,911	149,573	4,662	3.2%	28,547
Office and Administrative Support	134,472	133,300	-1,172	-0.9%	15,960
Sales and Related	118,062	119,343	1,281	1.1%	14,324
Building and Grounds Cleaning and Maintenance	88,380	91,624	3,244	3.7%	12,539
Educational Instruction and Library	122,481	127,502	5,021	4.1%	10,966
Healthcare Support	60,609	66,403	5,794	9.6%	9,368
Personal Care and Service	50,831	53,064	2,233	4.4%	8,918
Installation, Maintenance, and Repair	91,516	97,504	5,988	6.5%	8,616
Construction and Extraction	88,913	94,651	5,738	6.5%	8,230

GRADE C OPENINGS

2022-2032 Grade C Openings by Major Occupation Groups



Grade C occupations account for 27 percent of total openings between 2022 and 2032, with more than 94,000 annual job openings projected over that time frame. The *Office and Administrative Support* occupations group is projected to have the most Grade C job openings, with over 19,000 projected openings each year through 2032. The *Sales and Related Occupations* group is projected to have the second highest Grade C annual job openings, with over 16,000 projected openings.

Major Occupation Groups with Most Grade C Openings

Major Occupation Group	2022 Grade C Employment	2032 Grade C Employment	Grade C Net Change	Grade C Percent Growth	Grade C Annual Openings
Office and Administrative Support	196,070	185,707	-10,363	-5.3%	19,645
Sales and Related	108,079	104,717	-3,362	-3.1%	16,272
Production	114,791	113,200	-1,591	-1.4%	11,960
Food Preparation and Serving Related	72,803	67,679	-5,124	-7.0%	10,727
Personal Care and Service	25,379	25,919	540	2.1%	5,187
Installation, Maintenance, and Repair	40,650	41,495	845	2.1%	3,833
Transportation and Material Moving	27,919	28,364	445	1.6%	3,760
Construction and Extraction	40,217	41,300	1,083	2.7%	3,551
Educational Instruction and Library	34,691	35,633	942	2.7%	3,538
Business and Financial Operations	35,991	35,161	-830	-2.3%	2,725

BY THE GRADE – EDUCATION/SKILL LEVEL

Occupations can be further divided into Now, Next, and Later categories, based on the preparation commonly required to enter an occupation. *Now* occupations offer the most immediate employment opportunities and can generally be entered into with little to no preparation. *Next* occupations require further preparation, such as an associate degree, apprenticeship or moderate training, and *Later* occupations require the most preparation, with a minimum requirement of a bachelor's degree for entry.

NOW OCCUPATIONS

Typically requires short-term on-the-job training, little to no experience, and/or a high school diploma

NEXT OCCUPATIONS

Typically requires non-degree certificate, associate degree, apprenticeship, some experience, or moderate- to long-term training

LATER OCCUPATIONS

Typically requires a bachelor's degree or higher

By the Grade – Top Total Annual Openings

Grade A Occupations

Prep Needed	Title	Annual Openings	2022-2032 Growth Rate	2023 Average Wages
NOW	Home Health and Personal Care Aides	13,748	15.3%	\$30,270
LATER	General and Operations Managers	8,426	5.9%	\$98,520
NEXT	Cooks, Restaurant	6,070	22.9%	\$34,000
LATER	Registered Nurses	5,105	9.9%	\$77,590
LATER	Accountants and Auditors	2,514	5.9%	\$84,540
NOW	Light Truck Drivers	1,952	12.4%	\$46,000
LATER	Software Developers	1,686	26.4%	\$107,980
LATER	Human Resources Specialists	1,681	8.7%	\$67,480
LATER	Market Research Analysts and Marketing Specialists	1,629	15.8%	\$73,200
LATER	Managers, All Other	1,618	5.5%	\$117,730

Grade B Occupations

Prep Needed	Title	Annual Openings	2022-2032 Growth Rate	2023 Average Wages
NOW	Stockers and Order Fillers	10,155	8.4%	\$37,820
NOW	Retail Salespersons	9,426	-0.8%	\$35,700
NOW	Waiters and Waitresses	8,512	-1.2%	\$36,810
NOW	Fast Food and Counter Workers	7,033	3.8%	\$29,690
NOW	Customer Service Representatives	6,736	-2.4%	\$43,280
NOW	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	6,602	3.8%	\$33,830
NOW	Laborers and Freight, Stock, and Material Movers, Hand	6,138	8.0%	\$38,520
NEXT	Heavy and Tractor-Trailer Truck Drivers	5,693	4.6%	\$53,440
NEXT	Nursing Assistants	4,660	6.8%	\$36,350
NEXT	First-Line Supervisors of Food Preparation and Serving Workers	3,518	7.3%	\$39,460

Grade C Occupations

Prep Needed	Title	Annual Openings	2022-2032 Growth Rate	2023 Average Wages
NOW	Cashiers	11,767	2.8%	\$29,380
NOW	Office Clerks, General	6,968	3.3%	\$43,330
NOW	Cooks, Fast Food	5,583	1.7%	\$28,820
NOW	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	4,348	3.5%	\$40,980
NEXT	Miscellaneous Assemblers and Fabricators	3,037	1.3%	\$44,240
NOW	Food Preparation Workers	2,721	-1.4%	\$30,460
NEXT	First-Line Supervisors of Retail Sales Workers	2,040	3.5%	\$49,020
NOW	Amusement and Recreation Attendants	1,966	-5.9%	\$28,470
NOW	Farmworkers and Laborers, Crop, Nursery, and Greenhouse	1,564	2.7%	\$38,570
NOW	Dishwashers	1,294	4.6%	\$29,780

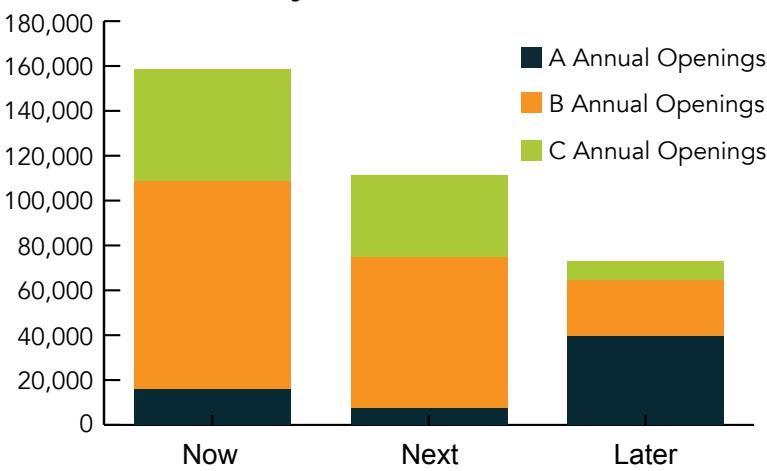
JOB OPENINGS BY GRADE & SKILL LEVEL

In general, lower skill or entry-level jobs have more job openings. Now occupations have the most projected job openings, with more than 157,000 openings per year between 2022 and 2032.

Later occupations have 54 percent of total openings from Grade A occupations. Now (10%) and Next (6%) occupations have a smaller share of Grade A openings.

Grade B openings account for 56 percent of Now, 58 percent of Next, and 35 percent of Later annual openings.

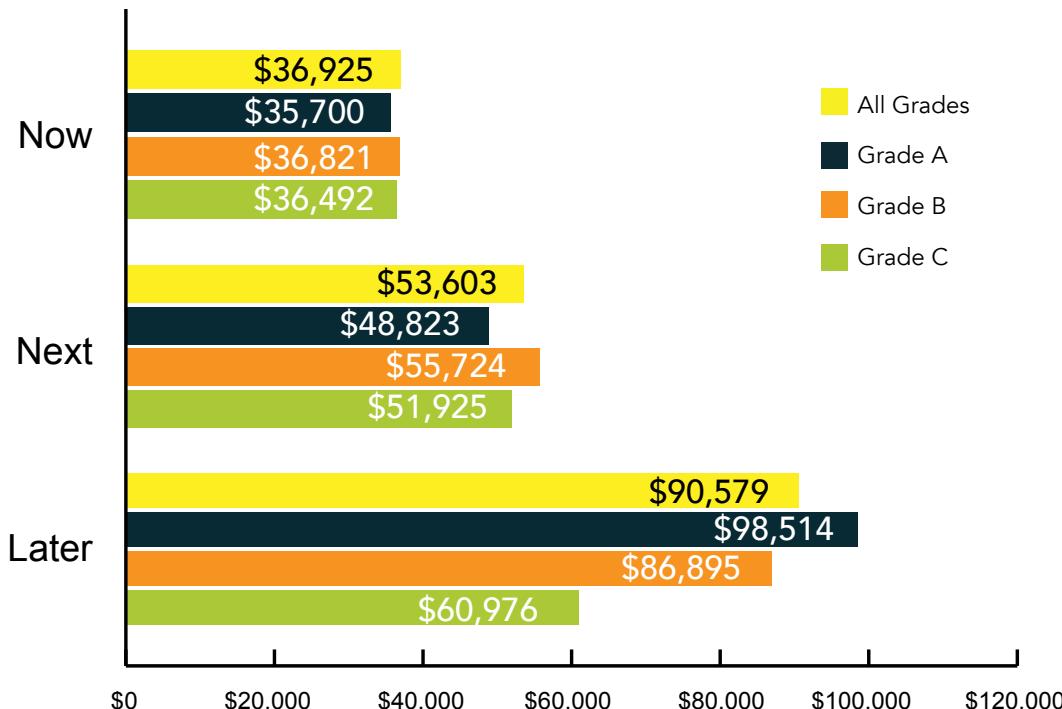
2022-2032 Annual Job Openings by Grades and Skill Level



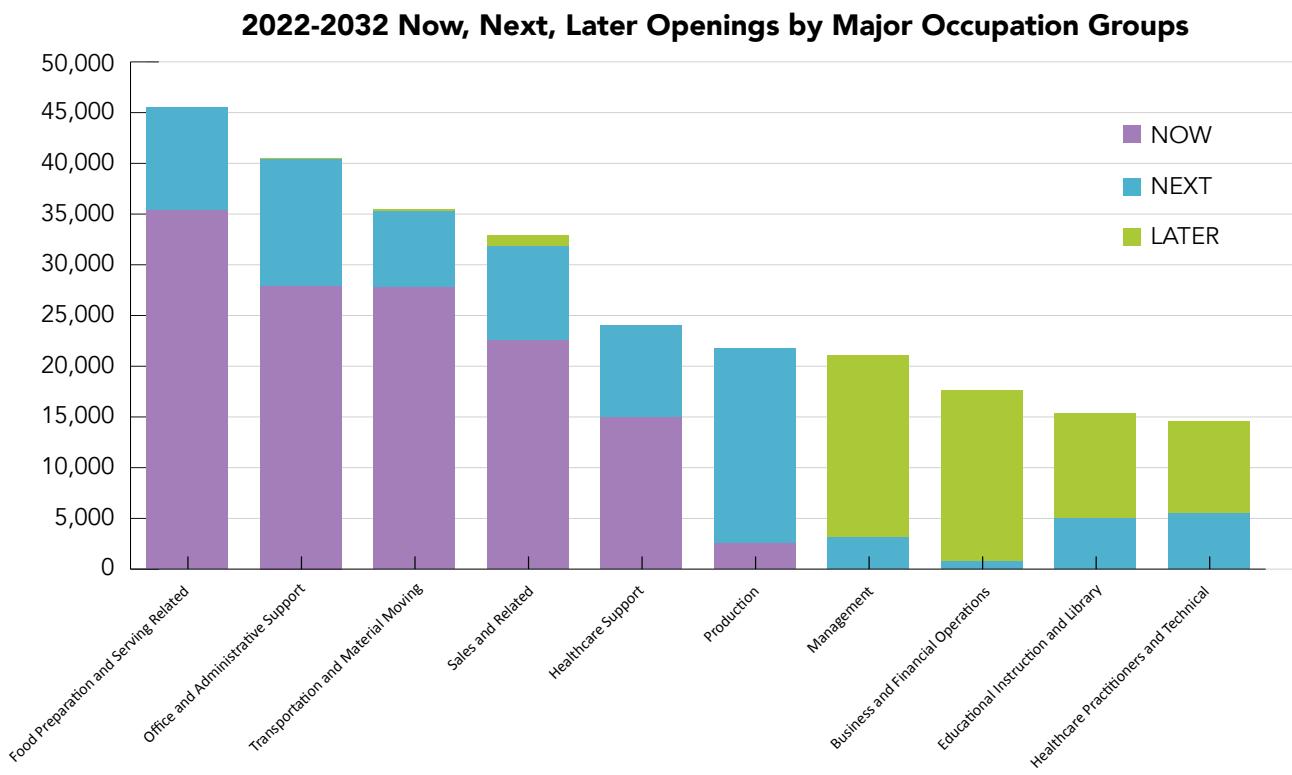
AVERAGE WAGE BY GRADE & SKILL LEVEL

Later occupations earn an average 2023 wage of \$90,579, which is 70 percent higher than the average wage for Next occupations (\$53,603). At each skill level, higher-graded occupations usually earned higher wages. Grade A Later occupations, as a group, earned the highest average 2023 wage at \$98,514.

2022-2032 Average Wage by Skill Level and Grade



NOW, NEXT, LATER - ANNUAL OPENINGS BY MAJOR OCCUPATION GROUPS



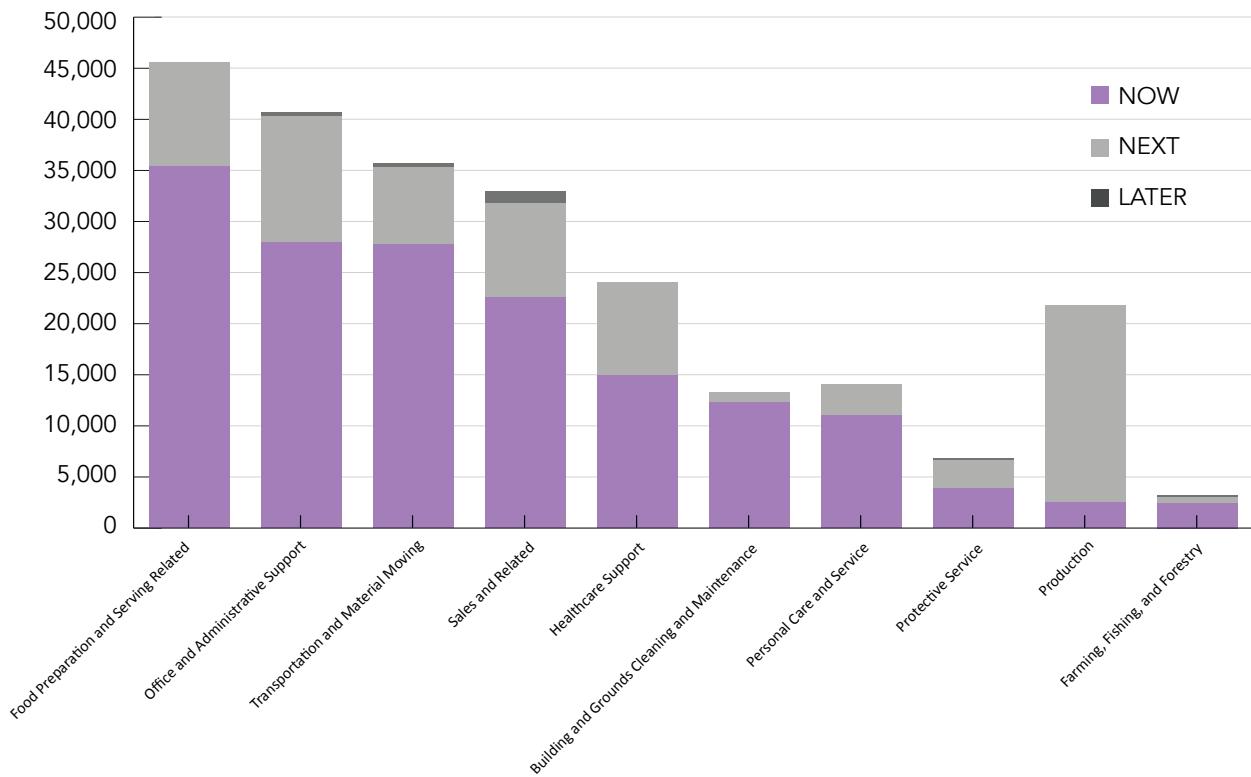
Every occupation can be grouped into one of 22 major occupation groups. The *Food Preparation and Serving Related* occupation group is projected to have the most job openings, with more than 45,000 annual openings through 2032.

The occupation groups of *Office and Administrative Support* and *Transportation and Material Moving* are projected to have the second and third highest annual openings with over 40,000 and 35,000 projected openings, respectively, between 2022 and 2032. The *Healthcare Support* occupation group is projected to have over percent growth between 2022 and 2032.

Top Major Occupation Groups by Job Openings					
Major Occupation Group	2022 Employment	2032 Employment	Net Change	Percent Growth	Annual Openings
Food Preparation and Serving Related	251,262	258,034	6,772	2.7%	45,562
Office and Administrative Support	384,692	366,327	-18,365	-4.8%	40,422
Transportation and Material Moving	260,512	278,331	17,819	6.8%	35,724
Sales and Related	255,941	255,327	-614	-0.2%	33,606
Healthcare Support	146,245	164,243	17,998	12.3%	24,043
Production	207,608	206,229	-1,379	-0.7%	22,115
Management	245,289	262,910	17,621	7.2%	21,120
Business and Financial Operations	200,069	215,414	15,345	7.7%	17,638
Educational Instruction and Library	165,002	171,847	6,845	4.1%	15,388
Healthcare Practitioners and Technical	207,501	231,715	24,214	11.7%	14,636

NOW OPENINGS

2022-2032 Now Openings by Major Occupation Groups



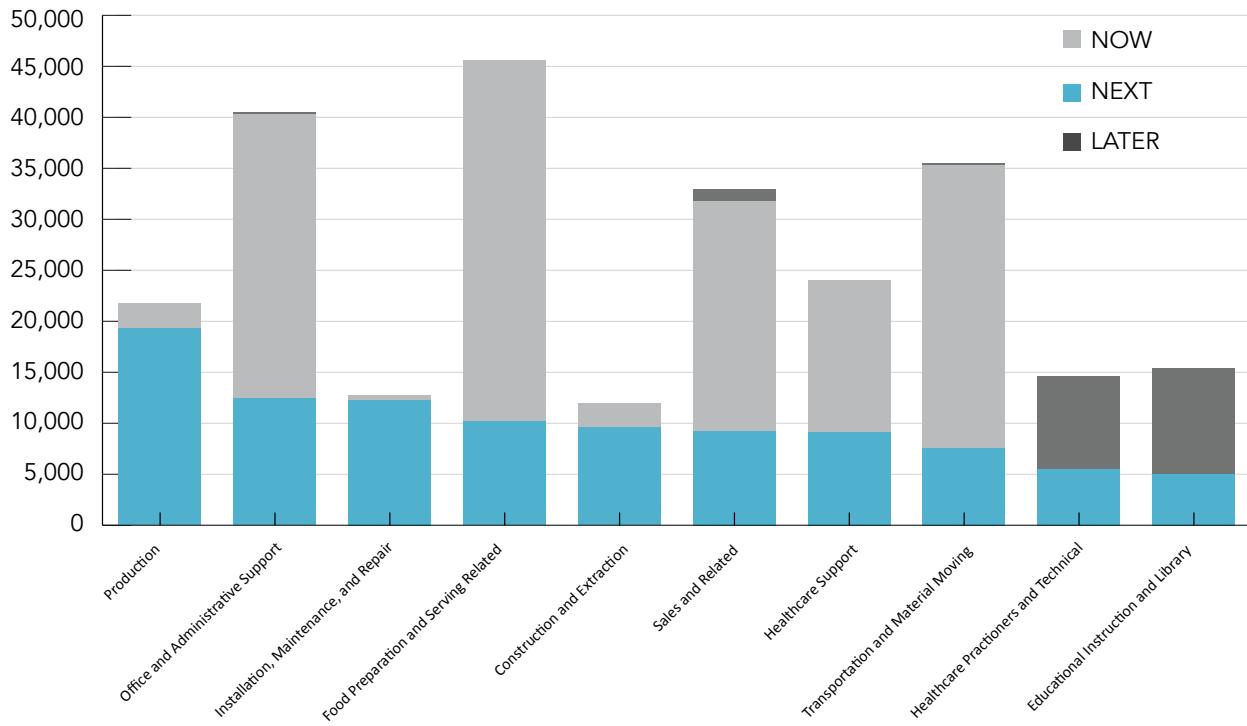
Now occupations are projected to have more than 164,000 annual job openings between 2022 and 2032, representing 46 percent of total annual openings over that time frame. *Food Preparation and Serving Related* occupations are projected to have the most job openings in Now occupations, with more than 35,000 openings projected each year through 2032. In addition to having a large number of job openings, the *Healthcare Support* occupations group is also projected to have a high growth rate of 14.7 percent for Now occupations.

Major Occupation Groups with Most NOW Job Openings

Major Occupation Group	2022 NOW Employment	2032 NOW Employment	NOW Net Change	NOW Percent Growth	NOW Annual Openings
Food Preparation and Serving Related	192,788	190,472	-2,316	-1.2%	35,370
Office and Administrative Support	254,099	241,265	-12,834	-5.1%	27,920
Transportation and Material Moving	188,902	203,355	14,453	7.7%	27,743
Sales and Related	140,690	136,847	-3,843	-2.7%	22,546
Healthcare Support	86,270	98,988	12,718	14.7%	14,922
Building and Grounds Cleaning and Maintenance	86,127	89,197	3,070	3.6%	12,273
Personal Care and Service	53,790	55,652	1,862	3.5%	11,009
Protective Service	23,367	24,591	1,224	5.2%	3,837
Production	20,183	19,646	-537	-2.7%	2,489
Farming, Fishing, and Forestry	16,250	16,625	375	2.3%	2,453

NEXT OPENINGS

2022-2032 Next Openings by Major Occupation Groups



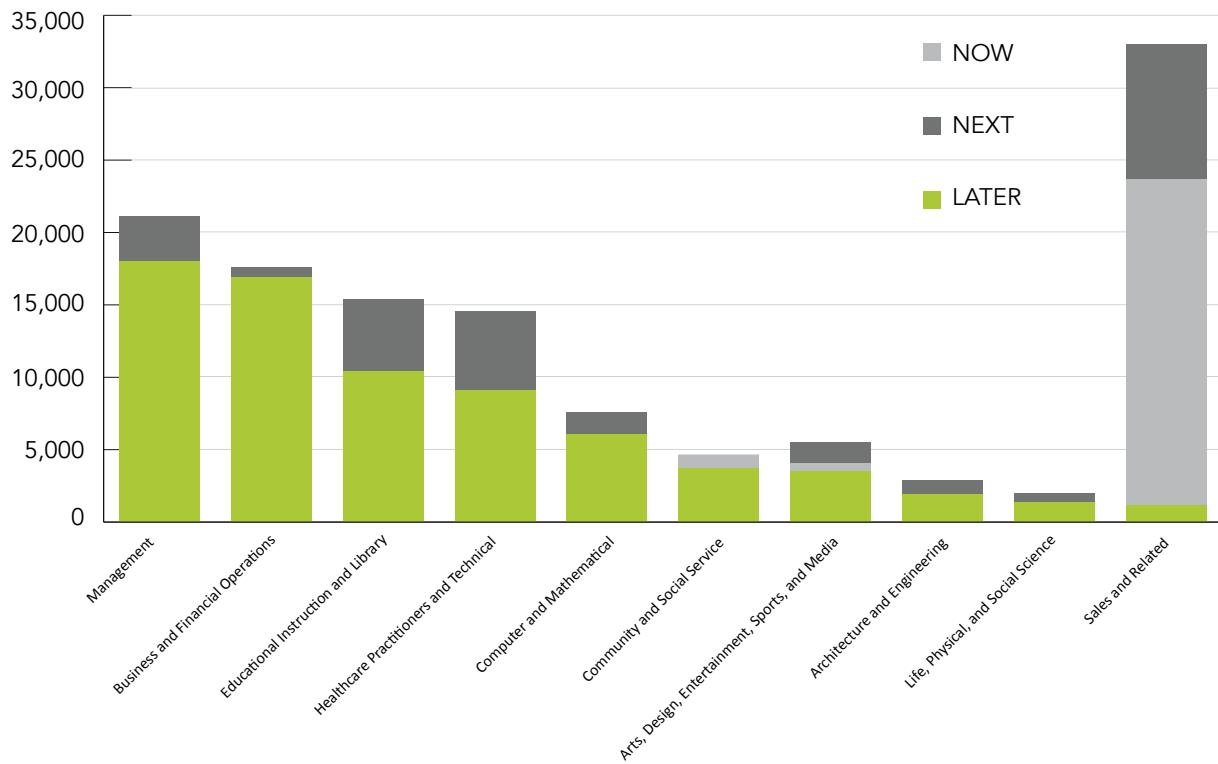
Next occupations are projected to have over 117,000 annual job openings spread across all 22 major occupation groups. The *Production* occupations group is projected to have the most Next job openings, with over 19,000 projected annual openings through 2032. *Office and Administrative Support* occupations are projected to have over 12,000 annual job openings despite an overall negative growth rate between 2022 and 2032.

Major Occupation Groups with Most NEXT Job Openings

Major Occupation Group	2022 NEXT Employment	2032 NEXT Employment	NEXT Net Change	NEXT Percent Growth	NEXT Annual Openings
Production	184,029	183,349	-680	-0.4%	19,299
Office and Administrative Support	129,962	124,458	-5,504	-4.2%	12,426
Installation, Maintenance, and Repair	131,539	138,032	6,493	4.9%	12,285
Food Preparation and Serving Related	58,474	67,562	9,088	15.5%	10,193
Construction and Extraction	106,153	111,168	5,015	4.7%	9,571
Sales and Related	97,744	99,762	2,018	2.1%	9,257
Healthcare Support	59,975	65,255	5,280	8.8%	9,122
Transportation and Material Moving	68,782	71,961	3,179	4.6%	7,555
Healthcare Practitioners and Technical	66,239	72,747	6,508	9.8%	5,498
Educational Instruction and Library	40,200	41,866	1,666	4.1%	5,003

LATER OPENINGS

2022-2032 Later Openings by Major Occupation Groups



Later occupations are projected to have more than 73,000 annual job openings from 2022 to 2032. *Management* occupations are projected to have over 17,000 Later job openings each year through 2032, accounting for 85 percent of its total openings.

Nine of the top 10 major occupation groups with the highest Later job openings are projected to have above average growth rates. The *Computer and Mathematical* occupations group is projected to have a growth rate of 17.4 percent through 2032.

Major Occupation Groups with Most LATER Job Openings

Major Occupation Group	2022 LATER Employment	2032 LATER Employment	LATER Net Change	LATER Percent Growth	LATER Annual Openings
Management	213,514	229,795	16,281	7.6%	17,983
Business and Financial Operations	190,335	205,875	15,540	8.2%	16,908
Educational Instruction and Library	124,696	129,870	5,174	4.1%	10,377
Healthcare Practitioners and Technical	139,814	157,482	17,668	12.6%	9,088
Computer and Mathematical	76,220	89,487	13,267	17.4%	6,076
Community and Social Service	42,093	45,025	2,932	7.0%	3,705
Arts, Design, Entertainment, Sports, and Media	35,463	37,667	2,204	6.2%	3,511
Architecture and Engineering	28,041	30,721	2,680	9.6%	1,918
Life, Physical, and Social Science	14,693	16,139	1,446	9.8%	1,347
Sales and Related	12,939	13,876	937	7.2%	1,162

Top Job Outlook

NOW Occupations Typically require short-term on-the-job training, little to no experience, and/or a high school diploma

Grade	Title	Annual Openings	2023 Average Annual Wage	2022-2032 Growth Rate
A	Home Health and Personal Care Aides	13,748	\$30,270	15.27%
B+	Stockers and Order Fillers	10,155	\$37,820	8.42%
B	Retail Salespersons	9,426	\$35,700	-0.79%
B	Waiters and Waitresses	8,512	\$36,810	-1.17%
B	Fast Food and Counter Workers	7,033	\$29,690	3.84%
B	Customer Service Representatives	6,736	\$43,280	-2.40%
B	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	6,602	\$33,830	3.82%
B+	Laborers and Freight, Stock, and Material Movers, Hand	6,138	\$38,520	8.01%
B	Childcare Workers	3,025	\$30,270	0.02%
B+	Bartenders	3,008	\$35,600	6.49%
B	Landscaping and Groundskeeping Workers	2,887	\$38,560	4.77%
B+	Security Guards	2,619	\$44,490	5.83%
B	Cooks, Institution and Cafeteria	2,606	\$32,350	2.73%
B	Maids and Housekeeping Cleaners	2,563	\$30,880	1.36%
B	Receptionists and Information Clerks	2,371	\$34,060	0.24%
B+	Construction Laborers	2,198	\$53,920	7.70%
A	Light Truck Drivers	1,952	\$46,000	12.38%
B	Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	1,901	\$33,070	2.44%
B+	Animal Caretakers	1,747	\$30,920	10.13%
B	Dining Room and Cafeteria Attendants and Bartender Helpers	1,703	\$30,200	6.05%

NEXT Occupations Typically require non-degree certificate, associate degree, apprenticeship, some experience, or moderate- to long-term training

Grade	Title	Annual Openings	2023 Average Annual Wage	2022-2032 Growth Rate
A	Cooks, Restaurant	6,070	\$34,000	22.92%
B+	Heavy and Tractor-Trailer Truck Drivers	5,693	\$53,440	4.60%
B+	Nursing Assistants	4,660	\$36,350	6.80%
B+	First-Line Supervisors of Food Preparation and Serving Workers	3,518	\$39,460	7.35%
B+	Maintenance and Repair Workers, General	3,254	\$48,080	7.32%
B	Bookkeeping, Accounting, and Auditing Clerks	2,519	\$46,990	-3.56%
B	Teaching Assistants, Except Postsecondary	2,301	\$34,550	1.96%
B	First-Line Supervisors of Office and Administrative Support Workers	2,139	\$65,150	-2.93%
B+	Carpenters	1,839	\$62,810	5.63%
B+	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	1,818	\$74,090	2.27%
B	Automotive Service Technicians and Mechanics	1,784	\$47,380	2.40%
B+	Medical Assistants	1,704	\$39,230	10.93%
B	Farmers, Ranchers, and Other Agricultural Managers	1,694	\$77,720	-0.25%
B+	Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	1,574	\$69,370	2.32%
B	Hairdressers, Hairstylists, and Cosmetologists	1,514	\$38,110	1.87%
B+	Preschool Teachers, Except Special Education	1,449	\$38,020	10.47%
B	Medical Secretaries and Administrative Assistants	1,352	\$41,110	7.08%
B+	Electricians	1,285	\$67,850	8.06%
A	Insurance Sales Agents	1,217	\$71,400	9.36%
B	First-Line Supervisors of Production and Operating Workers	1,217	\$67,880	2.60%

LATER Occupations Typically require a bachelor's degree or higher

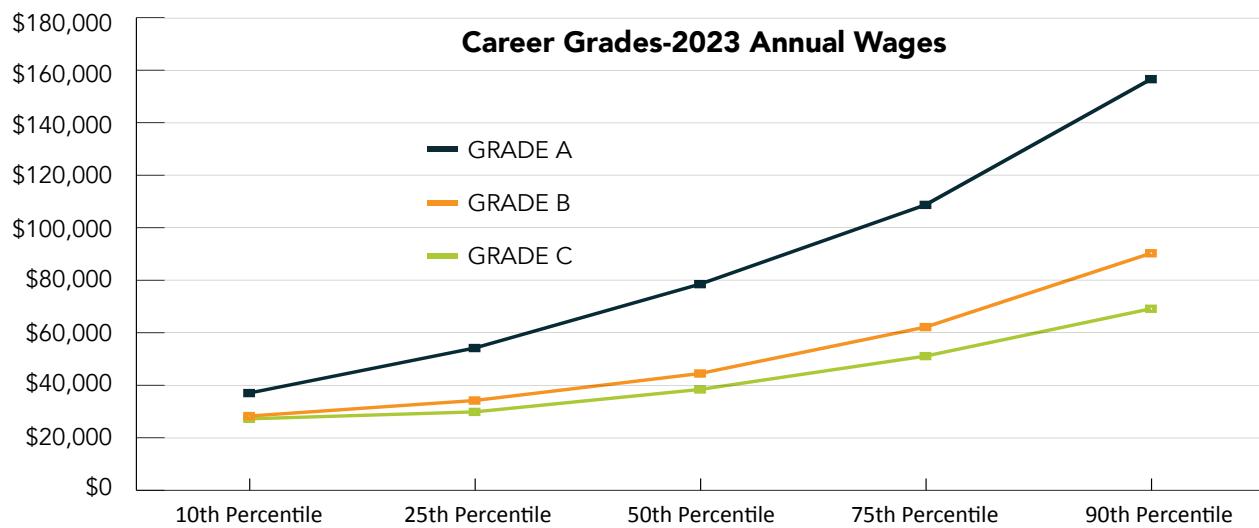
Grade	Title	Annual Openings	2023 Average Annual Wage	2022-2032 Growth Rate
A+	General and Operations Managers	8,426	\$98,520	5.89%
A	Registered Nurses	5,105	\$77,590	9.89%
A	Accountants and Auditors	2,514	\$84,540	5.91%
B	Elementary School Teachers, Except Special Education	2,205	\$55,530	2.64%
A+	Software Developers	1,686	\$107,980	26.43%
A	Human Resources Specialists	1,681	\$67,480	8.66%
A+	Market Research Analysts and Marketing Specialists	1,629	\$73,200	15.76%
A	Managers, All Other	1,618	\$117,730	5.47%
A	Business Operations Specialists, All Other	1,607	\$83,050	7.23%
A	Project Management Specialists	1,529	\$94,410	9.06%
B	Secondary School Teachers, Except Special and Career/Technical Education	1,424	\$63,500	2.93%
B	Substitute Teachers, Short-Term	1,362	\$39,260	6.02%
A+	Management Analysts	1,333	\$103,400	11.32%
A+	Financial Managers	1,167	\$149,360	18.19%
A+	Medical and Health Services Managers	1,106	\$116,370	31.16%
B+	Public Relations Specialists	884	\$68,740	8.70%
B	Middle School Teachers, Except Special and Career/Technical Education	865	\$60,510	2.75%
B	Training and Development Specialists	760	\$64,180	8.01%
A+	Computer and Information Systems Managers	758	\$145,360	17.13%
A	Lawyers	736	\$146,870	8.59%

Source: 2022-2032 Long-Term Occupational Projections, Missouri Economic Research and Information Center

CAREER GRADES AND NOW, NEXT, LATER WAGES

The following table shows 2023 wages across career grades at different Now, Next, and Later designations.

2023 Annual Wages						
Type	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile	Average
Grade A	\$37,026	\$54,177	\$78,515	\$108,701	\$156,586	\$91,971
Grade B	\$28,267	\$34,189	\$44,473	\$62,152	\$90,267	\$55,002
Grade C	\$27,212	\$29,858	\$38,407	\$51,108	\$69,136	\$44,410
Grade D	\$27,783	\$31,469	\$38,000	\$47,736	\$60,227	\$41,750
Grade F	\$27,685	\$30,430	\$34,768	\$39,715	\$46,721	\$36,507
Now	\$26,352	\$28,402	\$33,752	\$40,237	\$50,850	\$36,925
Next	\$30,893	\$37,021	\$47,320	\$62,400	\$81,117	\$53,603
Later	\$39,953	\$52,182	\$76,046	\$105,116	\$154,438	\$90,579
Now*Grade A	\$26,093	\$28,282	\$32,930	\$37,874	\$47,691	\$35,700
Now*Grade B	\$26,100	\$28,400	\$33,875	\$39,425	\$49,720	\$36,821
Now*Grade C	\$26,448	\$28,166	\$32,091	\$40,504	\$51,417	\$36,492
Next*Grade A	\$27,346	\$29,757	\$35,517	\$43,450	\$63,108	\$48,823
Next*Grade B	\$31,904	\$37,678	\$48,811	\$64,728	\$85,471	\$55,724
Next*Grade C	\$30,982	\$37,125	\$46,582	\$60,850	\$77,726	\$51,925
Later*Grade A	\$46,524	\$62,167	\$82,550	\$118,040	\$161,544	\$98,514
Later*Grade B	\$38,003	\$48,451	\$65,379	\$99,819	\$150,035	\$86,895
Later*Grade C	\$33,667	\$41,404	\$52,410	\$73,305	\$97,366	\$60,976



METHODOLOGY

Grading Scale

Total	Grade
25-30	A+
22-24	A
20-21	B+
17-19	B
15-16	C+
12-14	C
9-11	D
3-8	F

Career Grades

Missouri's Career Grades are determined by using three statistical variables for each occupation: Projected Percentage of Growth, Projected Total Openings, and current Average Wage.

The Projected Percentage of Growth is determined by dividing the projected numeric growth of an occupation by its base-year employment. Projected Total Openings are the sum of an occupation's projected growth, exit, and transfer openings. An occupation's average wage is determined by using data from the Occupational Employment and Wage Statistics (OEWS) program.

Each variable's normal distribution, formatted as a percentage, is determined for each occupation. Each variable's percentage is then converted into a number, with a "1" corresponding to a percentage of 0 percent to 9.9 percent, and a "2" corresponding to a percentage of 10 percent to 19.9 percent, for example. Each occupation's three variable number values are then added together, creating a range from 3 to 30. Grades are then assigned to each occupation based on this total, using the above Grading Scale.

Grades for the state and each Workforce Development Area (WDA) are calculated independently, comparing each occupation only to other occupations within the same WDA.

Skill Level

MERIC combines the definitions used by two reliable data sources to classify Now, Next, and Later occupations: the U.S. Bureau of Labor Statistics (BLS) typical job requirements and O*NET Job Zones. The BLS classifies jobs by the education or work experience required to enter an occupation, and the typical on-the-job training required to attain competency in the skills required in the job. O*NET Job Zones indicate the level of vocational preparation needed for an occupation with a range from 1 (little or no preparation) to 5 (extensive preparation).

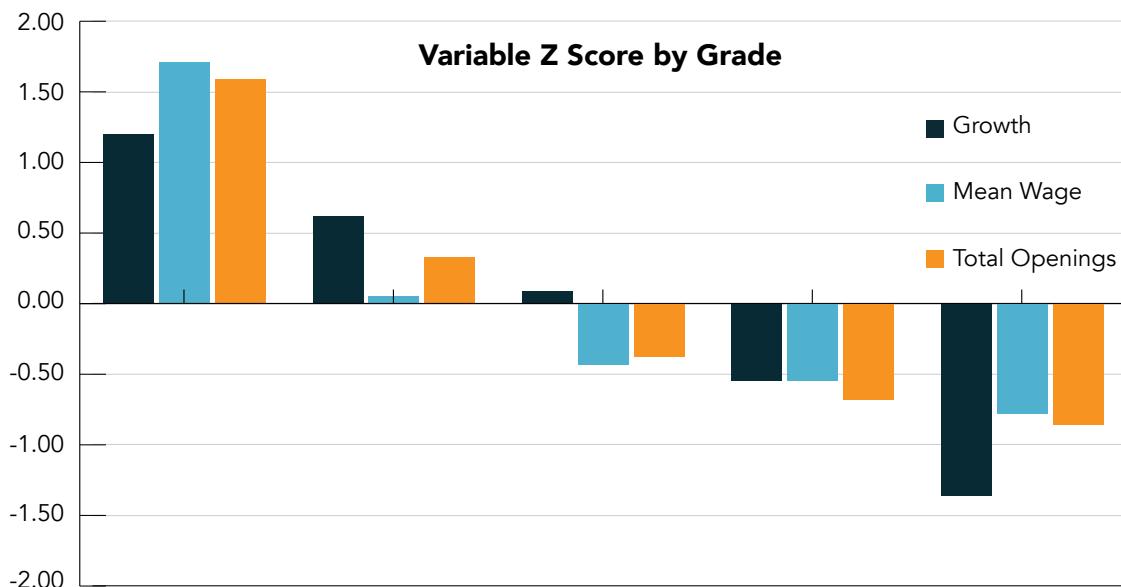
Now – Has BLS typical job requirements of high school or less, no experience, short-term or less job training, and a Job Zone of 2 or less. A Job Zone of 2 indicates that an occupation needs some preparation.

Next – Includes all remaining occupations after Now and Later occupations have been classified. Most Next occupations require on-the-job training of a year or more, including apprenticeships, and have Job Zones of 2 or 3. A Job Zone of 3 indicates that an occupation needs medium preparation. Next occupations at the higher end of the category require postsecondary education such as an associate degree and/or some work experience in a related occupation.

Later – Requires a bachelor's degree or higher.

Variable Grade Distribution

The three variables for each occupation have a corresponding Z-Score, which represents that occupation's relationship to the group. A Z-Score of zero is equal to the group's average value. The following graph shows the variable Z-Scores by occupational grade.



	A	B	C	D	F
Growth	1.20	0.62	0.09	-0.55	-1.36
Mean Wage	1.71	0.05	-0.43	-0.55	-0.78
Total Openings	1.59	0.33	-0.38	-0.68	-0.86

Data Sources:

- Missouri Economic Research and Information Center (MERIC) Long-Term 2022-2032 Occupational Projections available at <https://meric.mo.gov/workforce-research/occupational-projections>
- U.S. Bureau of Labor Statistics Occupational Employment and Wage Statistics (OEWS), 2023 wage estimates
- U.S. Bureau of Labor Statistics, typical education and training requirement categories
- Grade A, B, and C and Now, Next, Later total openings data is based on publishable data.

This workforce solution was funded by a grant awarded by the US Department of Labor's Employment and Training Administration. The solution was created by the grantee and does not necessarily reflect the official position of the US Department of Labor. The Department of Labor makes no guarantees, warranties, or assurances of any kind, express or implied, with respect to such information, including any information on linked sites and including, but not limited to, accuracy of the information or its completeness, timeliness, usefulness, adequacy, continued availability or ownership. This product is copyrighted by the institution that created it. Internal use by an organization and/or personal use by an individual for non-commercial purposes is permissible. All other uses require the prior authorization of the copyright owner.